











# Türkiye

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>80.0</b>	<b>55.8</b>	<b>58.8</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Türkiye, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Istanbul). The scores for Türkiye are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	75.0	75.0	100.0	100.0	25.0	100.0	50.0
Supportive frameworks score	75.0	100.0	33.3	0.0	100.0	33.3	0.0	66.7	100.0	50.0
Expert opinions score	25.0	50.0	50.0	37.5	50.0	87.5	50.0	62.5	75.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Türkiye (80.0 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's work after having children, laws affecting childcare and laws affecting women's property and inheritance, Türkiye obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Türkiye is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Türkiye may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services, legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Türkiye (55.8 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting freedom of movement, supportive frameworks related to marriage and supportive frameworks affecting women's property and

inheritance, Türkiye obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Türkiye is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator, Türkiye may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Türkiye (58.8 out of 100.0) is lower than the global average (65.7) and lower than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on women's pensions, Türkiye obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Türkiye is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Labor Act, Art. 24(II)(b); Penal Code, Arts. 50(1)(b) and 105(2)
Does the law address domestic violence?	Yes	Law to Protect Family and Prevent Violence Against Women, Arts. 2(1)(b)(d), 4 and 5; Penal Code, Arts. 82(1)(d), 86(3)(a), 96(2)(b) and 102
Does the law address femicide?	Yes	Penal Code, Art. 82(1)(f)
<b>Mobility</b>		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 186
Can a woman travel internationally in the same way as a man?	Yes	Passport Law No. 5682, Art. 15
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Turkish Citizenship Law No. 5901, Art. 7 and 16
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 192
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Law on Human Rights and Equality, Arts. 3 and 6
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 5; Law on Human Rights and Equality, Arts. 3 and 6
Does the law allow employees to request flexible work?	Yes	Remote Work Regulation, Arts. 5, 6 and 9
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 5
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Labor Act of May, 22 2003 (No. 4857), Art. 72
<b>Marriage</b>		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 185 and 186
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Art. 186
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 166-170
Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 132
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 74

Are leave benefits for mothers paid solely by the government?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 48; Law No. 5510 of 31 May 2006, Art. 16 and 18
Is paid leave available to fathers?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 2
Is dismissal of pregnant workers prohibited?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 18
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	Yes	Regulation on the Establishment and Functional Principles for Private Nursery and Day Care Houses and Private Children's Clubs, Arts. 4 and 7
Does the law establish any form of support for families for childcare services?	Yes	Official Website of the Ministry of Family and Social Affairs, Free Nursery Aid
Does the law establish any form of support for nonstate childcare providers?	Yes	Corporate Income Tax Act No. 5520, Art. 5(l)
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Regulation on the Establishment and Functional Principles for Private Nursery and Day Care Houses and Private Children's Clubs, Arts. 26, 42(1)(a) and 51; Social Services Law No. 2828, Art. 35
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 223 and 598; Constitution, Art. 35
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 495
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 499
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 196
<b>Pension</b>		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law No. 5510 of 2006, Art. 28
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	The 4th National Action Plan for Combating Violence Against Women (2021-2025); Violence Prevention and Monitoring Centers (ŞÖNİM); Law Enforcement Training on Violence against Women and Domestic Violence
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	General Directorate on the Status of Women of the Ministry of Family and Social Policies

Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Corporate Financial Status and Expectations Report 2022
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Passport application form
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Istanbul Metropolitan Municipality: Free Istanbulkart for mothers policy
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Law on the Human Rights and Equality Institution, Arts. 3 and 17-22
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Civil Procedure Code, Art. 316
Are there specialized family courts?	Yes	Law No. 4787 on the Establishment, Duties and Trial Procedures of Family Courts, Art. 2
Is legal aid available for family law disputes?	Yes	Legal Aid Office
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Ilksan General Directorate: Maternity Benefit Application
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Empowering Women Through Cooperatives project
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Eleventh Development Plan of Turkey (2019-2023); Women's Empowerment Strategy Document and Action Plan (2018-2023); Small and Medium Enterprises Development Organization (KOSGEB) Support Programs
<b>Assets</b>		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Civil Code, Arts. 194 and 701



## WOMEN, BUSINESS AND THE LAW 2024

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Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Ministry of Family and Social Services trainings and publications
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Have anonymized sex-disaggregated data on property ownership been published?	Yes	The Turkish Statistical Institute (TSE)
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### **Pension**

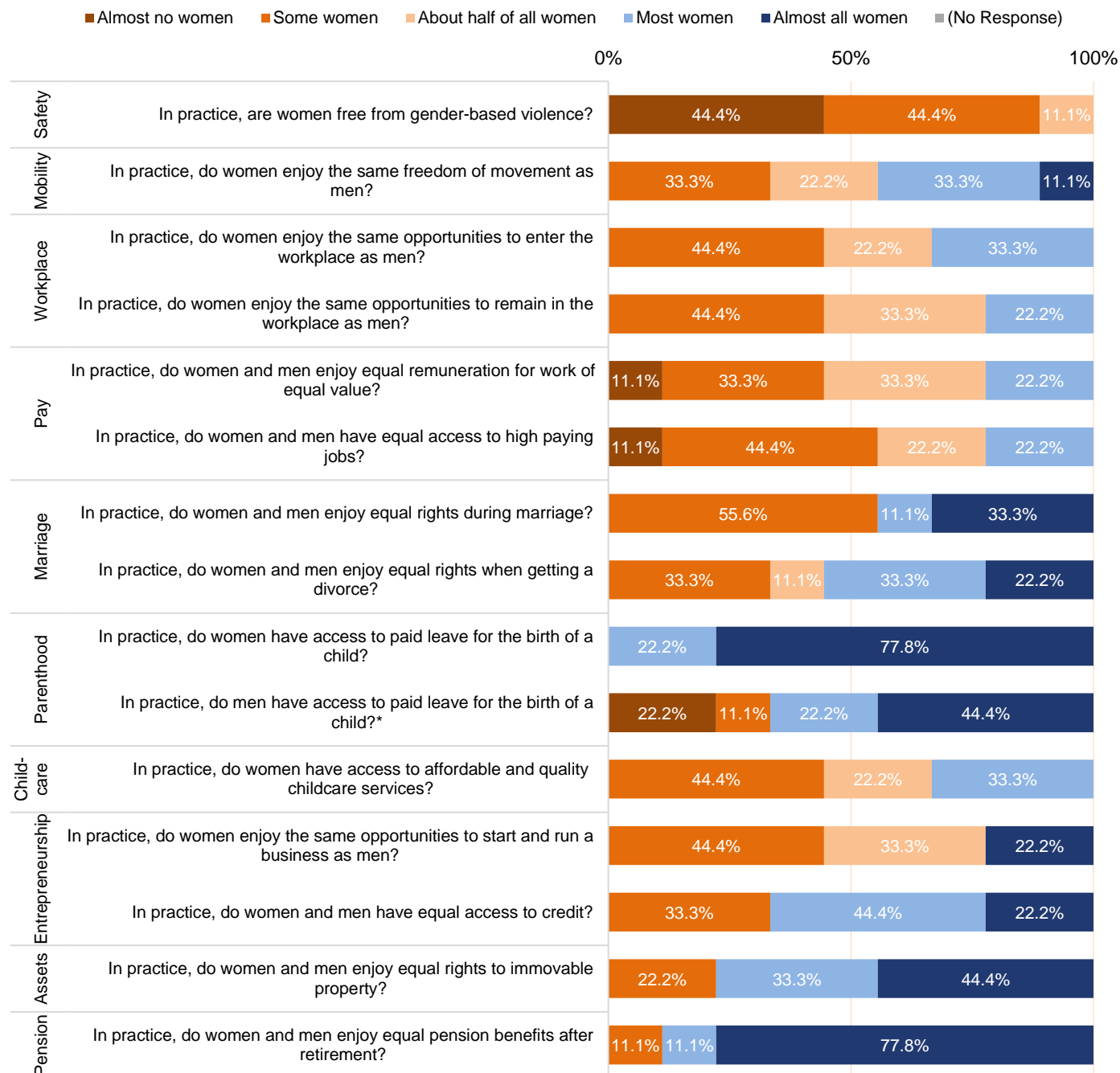
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
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Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law No. 5510 of 2006, Art. 42
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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.